

11-4122

14 MAY 1959

Honorable Maurice H. Stans  
Director, Bureau of the Budget  
Washington 25, D. C.

Dear Mr. Stans:

During the fall of 1955, discussions were held between representatives of this Agency and the Bureau of the Budget concerning the establishment of supergrade positions. The mission and structure of the Agency as compared with other similar agencies and departments of the Government had influenced our decision in arriving at our supergrade requirements. The recommendation made by Bureau of the Budget representatives was that the Agency establish its requirement for supergrade positions on the basis of an internal review and the classification of its key positions.

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Pursuant to the recommendation of the Bureau of the Budget, a classification review of all key positions in the Agency was made and on the basis of this review, I decided to establish ☐ supergrade positions. This ceiling has since remained unchanged.

A recent classification review of the Agency's key positions, taking into account organizational changes and an increased emphasis on some aspects of our overseas work, has resulted in the recommendation that ☐ such positions be established at the supergrade level. I have reviewed this recommendation and the reasons in support of it, and I am establishing a supergrade ceiling of ☐ positions for the Central Intelligence Agency.

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Very truly yours,

SIGNED

Allen W. Dulles  
Director

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Originator:

Director of Personnel

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Executive Registry

11-4125X1

8 MAY 1957

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT: Revision of CIA Supergrade Authorization

1. This memorandum contains recommendations for your approval. Such recommendations are contained in paragraph 5.

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2. On 27 July 1957, you approved a Supergrade Job Analysis Study which established ☐ supergrade positions on a planning basis. At the same time you decided to retain the ceiling figure of ☐ which had previously been discussed with the Bureau of the Budget.

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3. The Supergrade Review Board and the Office of Personnel have completed a periodic revision of the authorized supergrade structure and other key positions to incorporate changes brought about by organizational realignment and varying emphasis on position responsibilities. Tab A presents a statistical summary of the ☐ supergrade positions proposed for your approval at this time. Tab B contains the previously approved job grading plan, position listings in order of rank and job evaluation sheets. A comparison of the supergrade and GS-15 employees and recommended positions is as follows:

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<u>Personnel on Duty</u>	<u>Recommended Positions</u>
PL and GS-16	<input type="checkbox"/>
GS-17	
GS-16	
GS-15	

25X1

4. The positions described in the attached study pertaining to the mission of the Deputy Director (Intelligence) and the Deputy Director (Support) are substantially the same as those previously approved. However, a thorough review of the grade structure of the Deputy Director (Plans) was undertaken, the results of which reflect the simplification of the headquarters structure, organizational changes, and the increased stature of certain overseas positions. The approval of the supergrade positions and a commensurate increase in authorized ceiling to ☐ will make possible the promotion of ☐

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**SUBJECT: Revision of CIA Supergrade Authorization**

Individuals from grade 15 to 16 during the next several years, in addition to those promoted to replace supergrade employees who separate during that period.

5. It is recommended by the Supergrade Review Board that:

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a. The [ ] positions listed in the study be approved on a planning basis as the overall Agency supergrade framework. Individual promotions to these positions will continue to require approval by the Director of Central Intelligence.

b. The supergrade ceiling be raised [ ] and the Bureau of the Budget notified accordingly.

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**G. P. CABELL**  
General, USAF

Chairman, Supergrade Review Board

Attachment  
Supergrade Evaluation Study

The recommendations in paragraph 5 are approved:

**SIGNED**

14 MAY 1959

**ALLAN W. DULLES**

Date

Director of Central Intelligence

ORIGINATED BY:

25X1

**GORDON M. STEWART**  
Director of Personnel

Date

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